

## ... Measuring Competence

Tammy Wang

VP of Data Science and Engineering

Rivera Partners





## Who We Are

*Matching exceptional technology talent  
with world class organizations...*

*... leveraging an innovative, data-centric  
approach to an evolving industry*

- ❖ Experience
- ❖ Relationships
- ❖ Proprietary Data & Technology

Data Driven Talent Matching for Tech Innovators



# ... Riviera Partners' Recruiting Data

*An unmatched recruiting platform that efficiently produces results*

**500+**

CLIENTS SERVED

**1000+**

EXECUTIVES PLACED

**~40%**

OF TECH UNICORNS

**30+**

TOP VC FIRMS

**hulu**

CTO | SVP Engineering

**glassdoor™**

Head of Machine Learning

**SurveyMonkey®**

SVP Engineering

**Dropbox**

SVP Product Development  
VP Design | VP Engineering

**instacart**

VP Data Science | VP Engineering  
VP Product

**UBER**

CTO | CPO

**GitHub**

VP Engineering

**VISA**

Chief Systems Architect

**zendesk**

CIO | CTO | SVP Engineering

**wework**

SVP Product

**DOORDASH**

Head of Engineering  
VP Engineering | VP Product

**Pinterest**

VP Engineering



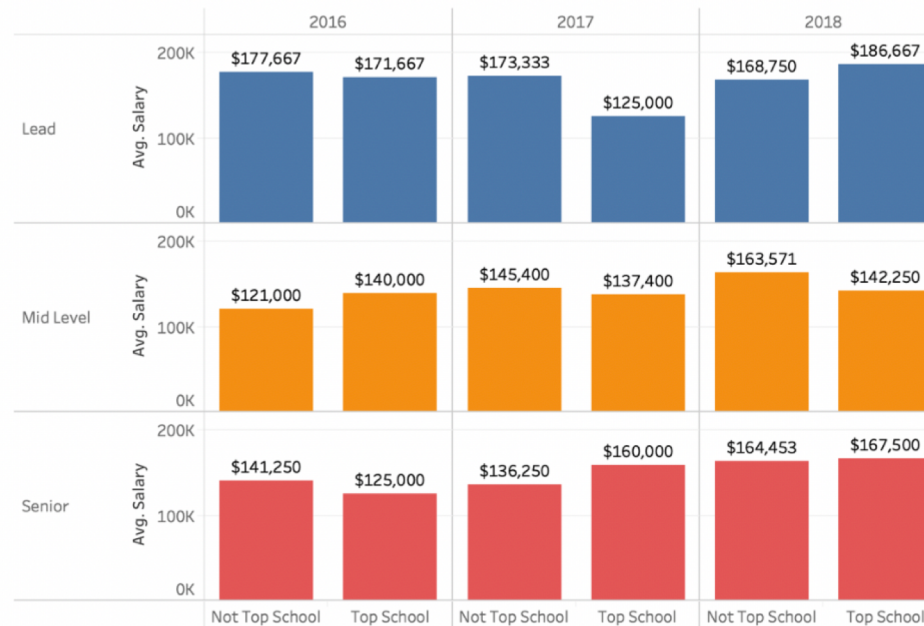
# Competence Measurement in Tech

---

# Signal vs. Noise

Compensation is very noisy

Average Salary by Experience & Education



# ... IC Engineer Competence

- Experience
- Specialty
- Technical Skills: technology, programming language, etc.
- Education

# ... Engineering Leadership Competence

- Experience
  - Level of experience
  - Domain/Industry
- Culture
- Trajectory
- Impact and reputation
- Education
- Management



## How to Measure Competence?

---



## ... Data

- People
- Company
- Recruiting Process
- Social Network



## ... Method

- Parametric Method: assess quality of a skills based on employment history and education.
- Reinforcement Learning through recruiting process with an ensemble of feature models and predict “fit” for a job, i.e. competence to perform a specific function in an organization



## ... The Advantages of Using Systematic Measurement

- Business Efficiency
- Bias Mitigation



# ... Efficiency in Executive Search

## Easier to Search

Riviera identifies the right candidate with fewer candidate profile research

Avg # of profiles researched

Compared to 2016, % of less profiles to research

24%  
less in  
2017

33%  
less in  
2018

## Faster to Find

By making candidates easier to find, time to find the placed candidate has been reduced

Avg time to ID candidate

Compared to 2016, % of time reduction

9%  
less in  
2017

41%  
less in  
2018

## Higher Deal Volumes

By making it easier and faster to find candidates, Riviera has increased deal volume

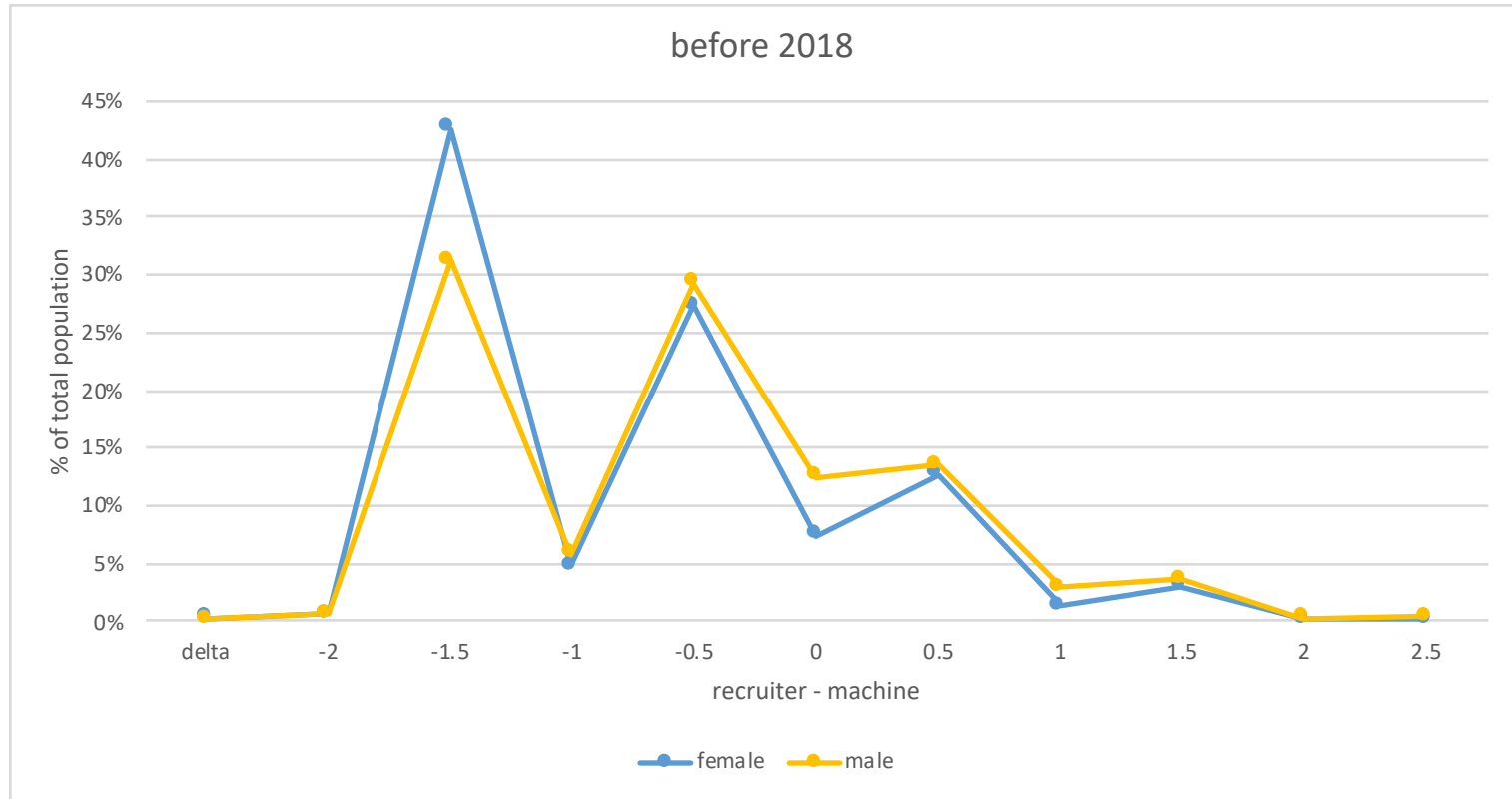
Volume of deals

Compared to 2016, % increase in deal volume

46%  
more in  
2017

86%  
more in  
2018

# Pre Rating Automation Launch



## ... Post Launch

